

Appl. No. 10/823,829
Amdt. dated December 15, 2004
Reply to Office action of August 19, 2004

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims

1 (Currently Amended). An analytical method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual ~~to be evaluated~~; and

cross-referencing the ~~questions~~ responses to the plurality of questions of at least two of the plurality of individual capability tests according to a predetermined criteria to create a comprehensive individual capability evaluation that rates the plurality of competencies.

2 (Original). The method of Claim 1 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

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3 (Currently Amended). The method of Claim 1 wherein said ~~predetermined criteria~~
plurality of questions ~~relates~~ relate to one of the set of ~~personality attributes~~ competencies
including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building,
Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy,
Strategic Focus, and Emotional Maturity.

4 (Original). The method of Claim 1 further comprising the step of creating an individual
action plan containing a listing of transformational activities for enabling the individual to
improve identified areas on the comprehensive individual capability evaluation.

5 (Currently Amended). A computer server for providing human capital management
information across a computer network, said computer server comprising:

means for providing a plurality of individual capability tests to rate a plurality of
competencies of an individual, the individual capability tests each having a plurality of questions
used to assess a plurality of attributes associated with at least one of the plurality of
competencies;

means for obtaining responses to the plurality of questions of each of the plurality
of individual capability tests from the individual ~~to be evaluated~~; and

means for cross-referencing the ~~questions~~ responses to the plurality of questions
of at least two of the plurality of individual capability tests ~~according to a predetermined criteria~~

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to create a comprehensive individual capability evaluation that rates the plurality of competencies.

6 (Original). The computer server of Claim 5 wherein said cross-referencing means includes means for creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

7 (Currently Amended). The computer server of Claim 5 wherein said ~~predetermined criteria~~ plurality of questions relates relate to one of the set of ~~personality attributes~~ competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

8 (Original). The computer server of Claim 5 further comprising means for creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

9 (Currently Amended). In a computer, a method of providing human capital management information, said method comprising the steps of:

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providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual ~~to be evaluated~~; and

cross-referencing the ~~questions~~ responses to the plurality of questions of at least two of the plurality of individual capability tests according to a predetermined criteria to create a comprehensive individual capability evaluation that rates the plurality of competencies.

10 (Original). The computer method of Claim 9 further comprising the step of creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

11 (Currently Amended). The computer method of Claim 9 wherein said ~~predetermined criteria~~ plurality of questions relates relate to one of the set of ~~personality attributes~~ competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

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12 (Original). The computer method of Claim 9 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

13 (Original). The computer method of Claim 9 wherein said providing step includes using an interactive computer server accessible over a computer network.

14 (New). An analytical method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests, the individual capability tests each having a plurality of questions;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated;

cross-referencing the responses according to a predetermined criteria to create a comprehensive individual capability evaluation; and

creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

15 (New). The method of Claim 14 wherein said cross-referencing step includes a step of creating a plurality of hallmark analysis within the comprehensive individual capability

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evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

16 (New). The method of Claim 14 wherein said predetermined criteria relates to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.